

2662095

Registered provider: Cameron & Cooper Limited

Full inspection

Inspected under the social care common inspection framework

Information about this children's home

This home is registered to provide care for up to two children with social, emotional and mental health difficulties. It is owned and run by a private organisation. At the time of the inspection, one child was living in the home.

The manager has been registered with Ofsted since June 2023.

Inspection dates: 7 and 8 September 2023

Overall experiences and progress of children and young people, taking into account **good**

How well children and young people are helped and protected good

The effectiveness of leaders and managers requires improvement to be good

The children's home provides effective services that meet the requirements for good.

Date of last inspection: 5 April 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Recent inspection history

Inspection date	Inspection type	Inspection judgement
05/04/2022	Full	Good

Inspection judgements

Overall experiences and progress of children and young people: good

The child living in the home speaks positively of their relationships with staff and can identify who they would speak to if they had any concerns or worries. These relationships have given the child the confidence to explore their heritage and identity. Staff support the child to do this in a caring and respectful way.

Staff support the child to maintain appropriate contact with their family and, where possible, encourage them to plan and travel as independently as possible to see their family. This has helped the child to progress with their travel skills and community safety.

Managers undertake careful planning to support children to move into the home. They work closely with social workers and health colleagues to obtain relevant information so that staff are well-informed when meeting the needs of the children. Managers again work closely with social workers and families when the children move out of the home to ensure that children are involved in the decisions about their futures.

Children are encouraged to engage in education. Staff work well with education colleagues, and for some children, this has resulted in improved attendance. When children do not engage in education, managers and staff work with them to identify alternative arrangements that meet their individual needs.

Staff encourage children to explore new interests and activities and to have fun doing so. For example, when children spoke about wanting to try driving a car, staff took them go-karting.

Children are encouraged to participate in activities that improve their physical fitness and emotional well-being. Recent renovations to the home have included a new gym room and some outdoor boxing equipment, which the child has enjoyed using.

How well children and young people are helped and protected: good

Staff help children to learn how to be safe. Staff have a good understanding of risks and support children to engage in activities with appropriate levels of risk. They are guided by thorough plans and assessments, which enable staff to provide care that is child-focused.

Safeguarding arrangements in the home are clear. When concerns such as missing-from-home episodes arise, staff know what to do and take appropriate action to keep children safe. Records of these concerns are comprehensive and evidence close working relationships with families, social workers and child and adolescent mental health services. There is clear evidence of appropriate professional challenge from managers when responses have not been agreeable.

Staff promote positive behaviour in the home with the use of incentives as a way of encouraging children to make good decisions. Staff are well trained to manage challenging behaviours; they respond in a way that is proportionate and caring. On occasions where physical interventions are required, these are well documented.

Managers recognise the opportunity to learn and adapt following any incidents of concern. They spend time reviewing these, and they ensure that any learning is shared and discussed with staff. Plans to care for children are regularly reviewed and updated after incidents, with new strategies identified to support staff practice.

The effectiveness of leaders and managers: requires improvement to be good

Managers are passionate about delivering good-quality care and recognise the progress that children make. They have a good understanding of the strengths and weaknesses of the home and have ensured that the requirements from the previous inspection have been met.

Children are supported to have their views and wishes heard. Managers and staff work in a way that is child-focused and actively engages them in making decisions about the home and their futures. Children are involved in daily decisions about the activities they do and were involved in the renovation of the home, including the upgrades made to the lounge.

Staff support the child to explore their identity and who they want to be. They do so in a way that is caring and enables them to actively engage with their community. The child therefore feels confident in speaking to staff about their needs and wishes.

Managers have worked to ensure that there is an appropriate number of staff working in the home. Staff recruitment checks are carried out. However, there have been occasions when full and satisfactory checks to assess the suitability of staff have not been completed before allowing them to start working in the home.

Staff speak highly of the training and support they receive to be confident and effective in their roles. They receive regular supervision sessions and feel that they can discuss any concerns or worries with managers at any time. However, some staff have not completed mandatory training or have not had refresher training when this has expired.

Managers and staff have good relationships with families and social workers. Parents reported that staff challenge their child to focus on their future aspirations and that staff communicate with them on a regular basis.

What does the children’s home need to do to improve? Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, Children’s Homes (England) Regulations 2015 and the ‘Guide to the Children’s Homes Regulations, including the quality standards’. The registered person(s) must comply within the given timescales.

Requirement	Due date
<p>The registered person must recruit staff using recruitment procedures that are designed to ensure children’s safety.</p> <p>The requirements are that—</p> <p>the individual is mentally and physically fit for the purposes of the work that the individual is to perform; and</p> <p>full and satisfactory information is available in relation to the individual in respect of each of the matters in Schedule 2. (Regulation 32 (1) (3)(c)(d))</p>	8 November 2023
<p>The registered person must ensure that all employees—</p> <p>undertake appropriate continuing professional development. (Regulation 33 (4)(a))</p>	8 November 2023

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people, using the social care common inspection framework’ This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with the Children’s Homes (England) Regulations 2015 and the ‘Guide to the Children’s Homes Regulations, including the quality standards’.

Children's home details

Unique reference number: 2662095

Provision sub-type: Children's home

Registered provider: Cameron & Cooper Limited

Registered provider address: Accord Accountants, 191-193 High Street,
Hampton Hill TW12 1NL

Responsible individual: Camilla McInnes

Registered manager: Danielle Johnson

Inspector

Jay Shekleton, Social Care Regulatory Inspector

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